

Central Intelligence Agency

Washington, D.C. 20505

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

I appreciate the opportunity you gave me last week to discuss my deep concern that certain proposals for changes in the Federal retirement system set forth in the Fiscal Year 1984 Budget would have a severe impact on the Central Intelligence Agency. A detailed report on this matter has been given to a member of your Staff.

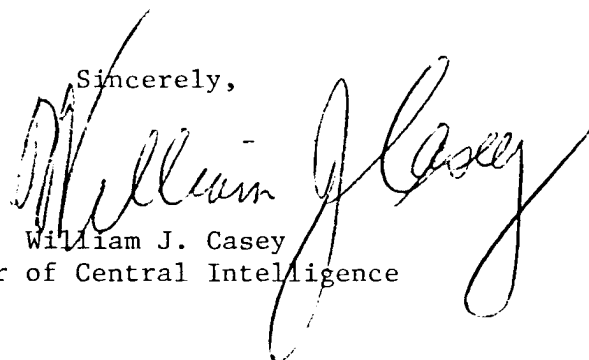
My concern is primarily over those changes which will force employees to work longer in order to earn a full retirement annuity. These changes directly impact on my responsibility as Director and our management of Agency personnel, both those covered by the Civil Service Retirement Act and the limited number who qualify for the Agency's special retirement system.

As far back as 1959, CIA established a policy which encouraged employees to retire at ages substantially earlier than elsewhere in the Federal Government. The policy was established for several reasons: to recognize those aspects of Agency employment where individuals serve anonymously under conditions involving personal sacrifice, stress, and often danger; to maintain a rigorous and productive work-force which is fully and quickly responsive to the Nation's intelligence needs; and to ensure an effective career development program which provides and manages advancement to positions of increasing responsibility. That retirement policy--which has served the Agency exceedingly well these past 24 years--remains an integral part of the Agency's personnel management system. It helps maintain the extremely high level of performance required by CIA's mission and responsibilities by providing the attrition necessary for both career development and recruitment of new employees.

Lengthening the service of Agency employees by as much as ten years would seriously impair the ability of Agency management to move promising individuals up through the ranks. Our mid-career personnel would be hardest hit by the retirement age increase and annuity reduction proposals, and we cannot run the risk that many might choose to leave now rather than face the consequences of these changes.

You know that I fully support your efforts to cut the cost of government and it is for this reason that I was reluctant to seek relief from the proposed retirement changes. I fear, however, that the retirement age increase and annuity reduction proposals will make it exceedingly difficult for us to manage the CIA and to contribute further to your effort to revitalize and enhance the Agency's intelligence capability and product. I request, therefore, that you approve an exemption for CIA from the retirement age increase and annuity reduction proposed in the Fiscal Year 1984 Budget. If you approve, a letter conveying appropriate instructions to the Director, Office of Management and Budget is attached for your consideration.

Sincerely,

A large, stylized handwritten signature in black ink, which appears to read "William J. Casey". The signature is written over the typed name and title.

William J. Casey

Director of Central Intelligence

Enclosure